**EHR 3104 Management of Ethical and Human Rights’ Dilemmas**

**Course Description**

The course on the management of ethical and human rights dilemmas intends to help students to learn the skills and principles of managing ethical and human rights dilemmas. These are ethical dilemmas like; choosing between ethically unfavorable alternatives, and human right dilemmas like choosing between alternatives that are unfavorable to sound practice of human rights.

**Course Objectives**

This course aims at instilling and fostering in the learners the skills and right principles in making practical decisions when faced with ethical and human right dilemmas.

**Learning Objectives**

By end of the course the students should have learnt the following:

* The meaning of ethical and human right dilemmas
* The circumstances of where she dilemmas are faced
* The principles that can guide one in making choice when faced with ethical and human rights dilemmas.
* The skills required to in managing ethical and human rights dilemmas.

**Course Outline**

1. Introduction
2. The meaning of ethical dilemmas
3. The meaning of human rights dilemmas
4. Case studies that reflect human rights dilemmas
5. Principles relevant in managing ethical and human rights dilemmas
6. Skills required in handling ethical and human rights dilemmas.
7. Ethics and human rights tools
8. Conclusions

**Methodology**

The facilitator(s) will employ the following methods; Video tapes, Inquiry, small group discussions, Case studies, Guest speaker, lectures with discussion, Class discussion, , Report back Session, values clarification exercise, explanations.

**Assessment Mode**

Take home exercise 15%

Practical exercise test 15%

End of semester examination 70%

**Reading list**

The following references are to hardcopy documents that provide information about managing ethics in the workplace:

Berenbeim, R. E. (1992, Spring). *The Corporate Ethics Tes*". Business and Society Review, 31(1), 77-80.

Brenner, S. N. (1992). *Ethics Programs and Their Dimensions*. Journal of Business Ethics, 11,391-399.

Buchholz, R. A. (1989). *Fundamental Concepts and Problems in Business Ethics*. In Madsen, P., & Shafritz, J. M. (Eds.) (1990). "Essentials of Business Ethics". New York: Penguin Books.

Carroll, A. B. (1990). "Principles of Business Ethics: Their Role in Decision Making and in Initial Consensus". Management Decision, 28(8), 21-23.

Dean, P. J. (1992). "Making Codes of Ethics 'Real'." Journal of Business Ethics, 11, 285-290.

Deborah, B. (1991, January/February). "Asking for Help: A Guide to Using Socially Responsible Consultants". Business Ethics Magazine, pp. 24-29.

Francis, David R. (1991, June). "Prevent Trouble by Improving Ethics". Christian Science Monitor, p. 9.

Fulcrum Consulting Group, 1093 Snelling Ave. South, Saint Paul, MN 55116. Phone 1-800-55-ETHIC.

Gandz, J. & Bird, F. G. (1989, Autumn). "Designing Ethical Organizations". Business Quarterly, 54(2), 108-112.

Genfan, H. (1987, November). "Formalizing Business Ethics". Training and Development Journal, pp. 35-37.

Josephson Institute of Ethics, 310 Washington Boulevard, Suite 104, Marina del Rey, California. Phone 310-306-1868.

Kirrane, D.E. (1990, November). "Managing Values: A Systematic Approach to Business Ethics". Training and Development Journal, pp. 53-60.

Madsen, P., Ph. D., & Shafritz, J. M., Ph. D. (Eds.). (1990). "Essentials of Business Ethics". New York: Penguin Books.

McDonald, G., & Zepp, R. (1990). "What Should Be Done? A Practical Approach to Business Ethics". Management Decision, 28(1), 9-13.

Nash, L. (1981). "Ethics Without the Sermon". Harvard Business Review, (59).

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Reynolds, L. (1992, July/August). "The Ethics Audit. Business Ethics Magazine", pp. 20-22.

Sims, R. R. (1991). "Institutionalization of Organizational Ethics". Journal of Business Ethics, 10, 493-506.

Strong, K. C., & Meyer, G. (1992). "An Integrative Descriptive Model of Ethics Decision Making". Journal of Business Ethics, 11, 89-94.

Thompson, T. (1991, Spring). "Managing Business Ethics". Canadian Public Administration, 34(1), 153-157.

Toffler, B. (1991, Winter). "Doing Ethics: An Approach to Business Ethics Consulting". Moral Education Forum, 16(4), 14-20.